

Employment Cost Index

The Employment Cost Index (ECI) is a quarterly index that measures the change in the cost of labor, free from the influence of employment shifts among occupations and industries. It measures that change for total compensation (wages, salaries, and employer costs for employee benefits), for wages and salaries only, and for benefit costs only.

Wages and salaries are defined as the hourly straight-time wage rate or, straight-time earnings divided by the corresponding hours. Straight-time wage and salary rates are total earnings before payroll deductions, excluding premium pay for overtime and for work on weekends and holidays, shift differentials, and nonproduction bonuses such as lump-sum payments.

Benefits covered by the ECI are: Paid leave, supplemental pay, insurance benefits, retirement and savings benefits, legally required benefits, and other benefits.

The ECI provides data for the civilian economy, which includes the total private economy and the public sector—excluding farms, private households, the self-employed and the Federal Government. Data are provided separately for the public and private sectors.

Each quarter, straight-time average hourly wage and salary rates and benefit cost data are collected from a probability sample. Data are collected for the pay period including the 12th day of the survey months of March, June, September, and December. The sample establishments are classified by industry based on the 1987 Standard Industrial Classification Manual (SIC), as defined by the U.S. Office of Management and Budget. Within an establishment, specific job categories are selected to represent broader occupational definitions.

Fixed employment weights are used each quarter to calculate the most aggregate indexes—civilian, private, and State and local governments. These fixed weights are also used to derive all of the industry and occupation series indexes. Since March 1995, 1990 employment counts, primarily from the Bureau's Occupational Employment Survey, were used. From June 1986 to December 1994, employment counts from the 1980 Census were used as weights. Prior to June 1986, employment counts from the 1970 Census were used.

For the series based on bargaining status, region, and area size, employment data are not available from the Census. The employment weights are reallocated within these series each quarter based on the current ECI sample. The indexes for these series, consequently, are not strictly comparable to those for the aggregate, industry, and occupation series. A fuller explanation of the calculation of index numbers appears in the article "Estimation Procedures for the Employment Cost Index," *Monthly Labor Review*, May 1982.

Beginning with the release of ECI data for March 1990 ECI, indexes were rebased to June 1989=100. Beginning with the release of ECI data for December 1990 ECI, seasonally adjusted data are available for selected ECI series. A description of the rebasing is available in "Employment Cost Index Rebased to June 1989," *Monthly Labor Review*, April 1990.

The costs per hour worked of compensation components, based on March data from the ECI, are published in a separate news release titled "Employer Costs for Employee Compensation." The cost levels, which are published annually in mid-June, are calculated with current employment weights, rather than the fixed 1990 weights.

More detailed information on the ECI is available in several sources. These include an annual bulletin, the latest of which is *Employment Cost Indexes and Levels, 1975-95*, (Bulletin 2466); chapter 8 of the *BLS Handbook of Methods* (Bulletin 2414), "The Employment Cost Index;" and several articles published in the *Monthly Labor Review*. The annual bulletin is available from the Bureau of Labor Statistics, Publications Sales Center, P.O. Box 2145, Chicago, Illinois 60690. Reprints of the articles plus other descriptive pieces and a complete historical listing are available upon request. ECI historical data are also available on data diskettes.

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Table A-1. Employment Cost Index for total compensation,¹ wages and salaries, and benefit costs, by industry and occupational group

(Seasonally adjusted data)

Series	Indexes (June 1989=100)		Percent changes for 3 months ended							
	Dec. 1995	Mar. 1996	June 1994	Sep. 1994	Dec. 1994	Mar. 1995	June 1995	Sep. 1995	Dec. 1995	Mar. 1996
Compensation										
Civilian workers	127.5	128.4	0.8	0.8	0.7	0.7	0.8	0.6	0.8	0.7
State and local government	129.3	130.0	.8	.7	.6	.8	1.0	.5	.9	.5
Private industry workers	127.1	128.0	.8	.8	.6	.7	.7	.6	.8	.7
White-collar occupations	128.1	129.4	.8	.9	.6	.7	.7	.7	.9	1.0
Blue-collar occupations	125.9	126.1	.7	.9	.5	.5	.7	.6	.7	.2
Service occupations	125.6	126.0	.5	.7	.9	.6	.6	.5	.5	.3
Goods-producing industries ²	127.8	128.0	1.1	.7	.6	.7	.6	.6	.9	.2
Construction	123.7	124.6	1.1	.8	.0	.2	.5	.7	.7	.7
Manufacturing	128.5	128.7	.9	.9	.6	.6	.6	.6	.9	.2
Durables	129.3	129.3	.9	1.1	.7	.6	.7	.4	.9	.0
Nondurables	127.2	127.7	.9	.7	.5	.4	.6	.6	1.0	.4
Service-producing industries ³	127.0	128.0	.7	.9	.6	.9	.7	.7	1.0	.8
Transportation and public utilities	127.3	127.7	.7	1.3	.9	1.1	.8	1.0	1.0	.3
Wholesale trade	127.0	127.7	1.2	1.0	.9	1.4	.9	1.3	.7	.6
Retail trade	123.1	125.0	.9	1.0	.2	.7	.2	.7	.7	1.5
Finance, insurance, and real estate ⁴	123.5	124.7	.0	.7	.3	1.1	1.3	.7	.7	1.0
Services	129.8	131.5	.6	.7	.6	.6	.7	.5	.7	1.3
Nonmanufacturing industries	126.4	127.5	.8	.8	.5	.7	.8	.6	.8	.9
Wages and salaries										
Civilian workers	123.9	125.2	0.8	0.8	0.7	0.7	0.7	0.7	0.7	1.0
State and local government	127.1	127.8	.7	.8	.8	.8	.7	.7	.8	.6
Private industry workers	123.2	124.6	.8	.8	.6	.8	.7	.7	.7	1.1
White-collar occupations	124.5	126.3	.8	.7	.7	.7	.8	.7	.8	1.4
Blue-collar occupations ⁴	121.3	122.2	.8	.9	.4	.8	.9	.6	.4	.7
Service occupations	121.4	122.2	.5	.5	1.1	.5	.6	.6	.5	.7
Goods-producing industries ^{2,4}	122.8	123.8	.9	.8	.6	.7	.8	.6	.6	.8
Construction	117.3	118.5	.9	.7	.4	.3	.5	.6	.8	1.0
Manufacturing ⁴	124.3	125.2	.8	.8	.7	.9	.8	.5	.6	.7
Durables ⁴	124.2	125.0	.8	.9	.8	.9	.8	.6	.5	.6
Nondurables	124.5	125.7	.9	.9	.4	.7	.7	.6	.9	1.0
Service-producing industries ³	123.4	124.9	.8	.8	.6	.8	.7	.7	.7	1.2
Transportation and public utilities	123.9	124.4	.6	1.5	.8	1.1	.7	.8	.8	.4
Wholesale trade	125.0	126.5	1.3	.8	.7	1.2	1.0	1.3	.8	1.2
Retail trade	120.8	123.3	1.0	.9	.3	.9	.3	.7	.5	2.1
Finance, insurance, and real estate ⁴	118.8	119.7	-.4	.5	.4	.7	1.7	.9	.7	.8
Services	126.1	128.1	.7	.5	.7	.7	.6	.6	.6	1.6
Nonmanufacturing industries	122.7	124.2	.8	.8	.5	.7	.8	.7	.7	1.2

See footnotes at end of table.

Table A-1. Employment Cost Index for total compensation,¹ wages and salaries, and benefit costs, by industry and occupational group

(Seasonally adjusted data) — Continued

Series	Indexes (June 1989=100)		Percent changes for 3 months ended							
	Dec. 1995	Mar. 1996	June 1994	Sep. 1994	Dec. 1994	Mar. 1995	June 1995	Sep. 1995	Dec. 1995	Mar. 1996
	Benefit costs									
Civilian workers	136.3	136.2	0.9	1.0	0.5	0.3	0.7	0.6	1.0	-0.1
State and local government	134.3	135.1	.9	.6	.4	.6	1.1	.4	.8	.6
Private industry workers	136.8	136.5	.9	1.1	.5	.1	.6	.6	1.0	-.2
White-collar occupations	138.1	138.2	1.0	1.1	.8	.7	.7	.7	1.0	.1
Blue-collar occupations	135.6	134.6	.8	1.0	.2	.2	.3	.4	1.1	-.7
Service occupations	136.6	136.8	.2	1.0	.4	-.1	.5	.2	.6	.1
Goods-producing industries ²	138.1	136.7	1.1	.9	.4	.0	.2	.4	1.3	-1.0
Manufacturing	137.4	136.2	1.1	1.0	.5	.0	.2	.4	1.3	-.9
Service-producing industries ³	136.1	136.3	.7	1.3	.6	.7	.8	.7	1.0	.1
Nonmanufacturing industries	136.7	136.7	.8	1.2	.5	.5	.7	.7	1.0	.0

¹ Includes wages, salaries, and employer costs for employee benefits.

² Includes mining, construction, and manufacturing.

³ Includes transportation, communication, and public utilities; wholesale

and retail trade; finance, insurance, and real estate; and service industries.

⁴ No identifiable seasonality was found for this series.

Table A-2. Employment Cost Index for total compensation,¹ civilian and State and local government workers, by industry and occupational group

(Not seasonally adjusted)

Series	Indexes (June 1989=100)			Percent changes for					
	Mar. 1995	Dec. 1995	Mar. 1996	3 months ended			12 months ended		
				Mar. 1995	Dec. 1995	Mar. 1996	Mar. 1995	Dec. 1995	Mar. 1996
Civilian workers	124.8	127.4	128.5	0.8	0.6	0.9	2.9	2.9	3.0
Excluding sales	125.2	127.8	128.8	.8	.7	.8	3.0	2.9	2.9
Workers, by occupational group									
White-collar occupations	125.5	128.2	129.6	.9	.6	1.1	3.0	3.1	3.3
Excluding sales	126.3	128.9	130.2	1.0	.7	1.0	3.2	3.0	3.1
Professional specialty and technical	127.0	129.8	131.0	.6	.7	.9	2.7	2.9	3.1
Executive, administrative, and managerial	125.2	127.7	129.2	1.3	.8	1.2	3.8	3.3	3.2
Administrative support, including clerical	126.5	129.2	130.3	1.0	.9	.9	3.2	3.2	3.0
Blue-collar occupations	123.6	125.9	126.4	.7	.6	.4	2.7	2.6	2.3
Service occupations	125.0	127.5	128.2	.6	.6	.5	2.8	2.6	2.6
Workers, by industry division									
Goods-producing ²	125.3	127.4	128.0	.7	.7	.5	2.8	2.4	2.2
Manufacturing	126.2	128.4	128.9	.9	.9	.4	3.0	2.6	2.1
Service-producing ³	124.6	127.3	128.6	.8	.6	1.0	3.0	3.0	3.2
Services	127.2	129.7	131.0	.6	.6	1.0	2.7	2.6	3.0
Health services	129.4	132.1	132.7	.7	.8	.5	2.6	2.8	2.6
Hospitals	128.8	131.5	132.3	.3	.8	.6	2.3	2.4	2.7
Educational services	126.9	130.4	130.6	.4	.5	.2	3.0	3.2	2.9
Public administration	125.4	128.5	129.4	1.0	.9	.7	3.2	3.5	3.2
Nonmanufacturing	124.4	127.0	128.3	.8	.6	1.0	2.9	2.9	3.1
State and local government workers	126.4	129.4	129.9	.6	.5	.4	3.1	3.0	2.8
Workers, by occupational group									
White-collar occupations	126.2	129.3	129.6	.6	.5	.2	2.9	3.0	2.7
Professional specialty and technical	126.0	129.0	129.1	.4	.5	.1	2.9	2.8	2.5
Executive, administrative, and managerial	126.9	130.3	131.1	1.3	.9	.6	3.3	4.0	3.3
Administrative support, including clerical	126.3	129.2	130.0	.6	.6	.6	2.9	2.9	2.9
Blue-collar occupations	125.4	128.1	129.2	.6	.7	.9	2.5	2.7	3.0
Service occupations	127.6	131.1	131.9	.8	.8	.6	3.7	3.6	3.4
Workers, by industry division									
Services	126.7	129.8	130.0	.5	.5	.2	2.9	2.9	2.6
Excluding schools ⁴	126.4	129.3	130.3	.6	.3	.8	2.9	2.9	3.1
Health services	128.4	131.5	132.4	.5	.4	.7	3.4	3.0	3.1
Hospitals	128.4	131.7	132.5	.5	.5	.6	3.8	3.1	3.2
Educational services	126.5	129.6	129.7	.4	.5	.1	2.9	2.9	2.5
Schools	126.8	129.9	130.0	.4	.4	.1	2.9	2.9	2.5
Elementary and secondary	127.1	130.3	130.2	.5	.4	.1	2.7	3.0	2.4
Colleges and universities	126.0	129.0	129.5	.4	.8	.4	3.7	2.8	2.8
Public administration	125.4	128.5	129.4	1.0	.9	.7	3.2	3.5	3.2

¹ Includes wages, salaries, and employer costs for employee benefits.

² Includes mining, construction, and manufacturing.

³ Includes transportation, communication, and public utilities;

wholesale and retail trade; finance, insurance, and real estate; service industries; and public administration.

⁴ Formerly called hospitals and other services.

Table A-3. Employment Cost Index for total compensation,¹ private industry workers, by industry and occupational group
(Not seasonally adjusted)

Series	Indexes (June 1989=100)			Percent changes for					
	Mar. 1995	Dec. 1995	Mar. 1996	3 months ended			12 months ended		
				Mar. 1995	Dec. 1995	Mar. 1996	Mar. 1995	Dec. 1995	Mar. 1996
Private industry workers	124.5	126.9	128.2	0.8	0.6	1.0	2.9	2.8	3.0
Excluding sales	125.0	127.4	128.5	.9	.7	.9	3.0	2.8	2.8
White-collar occupations	125.3	127.9	129.5	1.0	.7	1.3	3.1	3.1	3.4
Excluding sales	126.3	128.9	130.5	1.0	.9	1.2	3.2	3.0	3.3
Professional specialty and technical	127.7	130.4	132.2	.7	.9	1.4	2.5	2.8	3.5
Executive, administrative, and managerial	124.9	127.2	128.8	1.3	.8	1.3	3.8	3.2	3.1
Sales	120.2	123.1	125.1	.5	-.1	1.6	2.6	2.9	4.1
Administrative support, including clerical	126.5	129.2	130.4	1.1	.9	.9	3.3	3.3	3.1
Blue-collar occupations	123.5	125.7	126.2	.7	.5	.4	2.7	2.5	2.2
Precision production, craft, and repair	123.4	125.7	126.2	.7	.2	.4	2.7	2.6	2.3
Machine operators, assemblers, and inspectors	124.2	126.2	126.8	.6	.9	.5	2.4	2.3	2.1
Transportation and material moving	121.8	123.5	123.7	1.0	.5	.2	2.8	2.4	1.6
Handlers, equipment cleaners, helpers, and laborers	124.1	127.0	127.7	1.0	.9	.6	3.2	3.3	2.9
Service occupations	123.4	125.3	126.1	.4	.5	.6	2.3	2.0	2.2
Production and nonsupervisory occupations ²	124.1	126.5	127.7	.8	.6	.9	2.8	2.8	2.9
Goods-producing industries ³	125.3	127.4	128.0	.8	.7	.5	2.9	2.5	2.2
Excluding sales occupations	124.9	127.1	127.7	.7	.8	.5	2.9	2.5	2.2
White-collar occupations	127.2	129.0	129.6	1.0	.7	.5	3.4	2.5	1.9
Excluding sales	128.2	128.3	129.0	1.0	.9	.5	3.5	2.6	2.2
Blue-collar occupations	124.1	126.4	127.0	.6	.7	.5	2.5	2.4	2.3
Service occupations	127.3	129.6	130.5	.8	.6	.7	3.1	2.6	2.5
Construction	121.1	123.4	124.4	.2	.2	.8	2.1	2.2	2.7
Manufacturing	126.2	128.4	128.9	.9	.9	.4	3.0	2.6	2.1
White-collar occupations	127.4	129.5	130.0	1.1	.6	.4	3.8	2.8	2.0
Excluding sales	126.1	128.4	129.0	1.0	.8	.5	4.0	2.8	2.3
Blue-collar occupations	125.3	127.5	128.2	.6	1.0	.5	2.5	2.4	2.3
Service occupations	128.0	130.2	131.2	.8	.5	.8	3.4	2.5	2.5
Durables	127.0	129.1	129.5	1.0	.7	.3	3.3	2.6	2.0
Nondurables	124.7	127.0	127.9	.7	1.0	.7	2.5	2.6	2.6
Service-producing industries ⁴	123.9	126.5	128.1	.9	.6	1.3	2.9	3.0	3.4
Excluding sales occupations	125.0	127.5	128.9	1.0	.7	1.1	3.0	3.0	3.1
White-collar occupations	124.6	127.4	129.3	1.0	.7	1.5	3.0	3.2	3.8
Excluding sales	126.4	129.1	130.9	1.0	.9	1.4	3.0	3.2	3.6
Blue-collar occupations	122.1	124.2	124.5	1.2	.2	.2	3.1	2.9	2.0
Service occupations	123.0	124.9	125.6	.4	.6	.6	2.3	2.0	2.1
Transportation and public utilities	124.0	127.0	128.0	1.6	.8	.8	4.0	4.0	3.2
Transportation	122.3	125.7	127.1	1.7	.8	1.1	4.4	4.5	3.9
Public utilities	126.1	128.5	129.0	1.4	.8	.4	3.6	3.3	2.3
Communications	126.3	128.3	128.0	1.9	.7	-.2	4.4	3.5	1.3
Electric, gas, and sanitary services	125.9	128.7	130.3	.9	.8	1.2	2.6	3.1	3.5
Wholesale and retail trade	121.7	124.2	125.7	.9	.3	1.2	3.5	3.0	3.3
Excluding sales occupations	122.4	125.2	126.0	1.2	.9	.6	3.2	3.6	2.9
Wholesale trade	123.2	126.8	127.5	1.4	.6	.6	4.5	4.4	3.5
Excluding sales occupations	124.4	127.3	127.6	2.0	.9	.2	4.3	4.3	2.6
Retail trade	120.9	122.8	124.7	.7	.2	1.5	2.9	2.2	3.1
General merchandise stores	120.1	121.7	122.5	.7	.6	.7	4.2	2.0	2.0
Food stores	120.8	122.5	123.7	.7	.6	1.0	1.0	2.1	2.4
Finance, insurance, and real estate	120.2	123.5	124.7	1.1	.7	1.0	2.1	3.9	3.7
Excluding sales occupations	123.7	126.1	127.7	1.6	.6	1.3	3.3	3.5	3.2

See footnotes at end of table.

Table A-3. Employment Cost Index for total compensation,¹ private industry workers, by industry and occupational group

(Not seasonally adjusted) — Continued

Series	Indexes (June 1989=100)			Percent changes for					
	Mar. 1995	Dec. 1995	Mar. 1996	3 months ended			12 months ended		
				Mar. 1995	Dec. 1995	Mar. 1996	Mar. 1995	Dec. 1995	Mar. 1996
Banking, savings and loan, and other credit agencies	123.5	125.4	127.1	2.5	0.5	1.4	4.0	4.1	2.9
Insurance	123.5	126.0	127.9	1.0	.9	1.5	3.0	3.0	3.6
Excluding sales occupations	127.6	130.3	132.3	.9	.5	1.5	2.6	3.0	3.7
Services	127.5	129.7	131.6	.7	.6	1.5	2.5	2.4	3.2
Business services	124.5	126.5	128.8	1.2	.6	1.8	2.6	2.8	3.5
Health services	129.7	132.3	132.9	.8	.8	.5	2.4	2.8	2.5
Hospitals	128.9	131.4	132.3	.2	.8	.7	1.7	2.2	2.6
Nursing homes	-	-	-	1.1	1.1	.5	3.1	3.5	2.8
Educational services	128.8	134.0	134.6	.3	.6	.4	3.5	4.4	4.5
Colleges and universities	129.3	135.7	136.3	.4	.8	.4	2.9	5.4	5.4
Nonmanufacturing industries	123.7	126.2	127.6	.9	.6	1.1	2.8	2.9	3.2
White-collar occupations	124.7	127.3	129.2	1.0	.6	1.5	3.0	3.1	3.6
Excluding sales	126.4	129.0	130.8	1.0	.8	1.4	2.9	3.1	3.5
Blue-collar occupations	121.5	123.8	124.2	.8	.2	.3	2.8	2.7	2.2
Service occupations	123.0	124.8	125.5	.5	.5	.6	2.3	2.0	2.0

¹ Includes wages, salaries, and employer costs for employee benefits.

² This series has the same industry and occupational coverage as the Hourly Earnings Index, which was discontinued in January 1989.

³ Includes mining, construction, and manufacturing.

⁴ Includes transportation, communication, and public utilities; wholesale and retail trade; finance, insurance, and real estate; and service industries.

- Dashes indicate data not available.

Table A-4. Employment Cost Index for total compensation,¹ private industry workers, by bargaining status, region, and area size

(Not seasonally adjusted)

Series	Indexes (June 1989=100)			Percent changes for					
	Mar. 1995	Dec. 1995	Mar. 1996	3 months ended			12 months ended		
				Mar. 1995	Dec. 1995	Mar. 1996	Mar. 1995	Dec. 1995	Mar. 1996
Workers, by bargaining status									
Union	125.1	127.9	128.5	0.7	0.9	0.5	2.6	3.0	2.7
Blue-collar occupations	124.0	126.5	126.7	.5	.6	.2	2.3	2.5	2.2
Goods-producing industries ²	125.2	127.5	127.7	.4	.6	.2	2.2	2.2	2.0
Service-producing industries ³	124.8	128.2	129.1	1.0	1.1	.7	3.1	3.7	3.4
Manufacturing	126.3	128.2	128.5	.4	.9	.2	2.2	1.9	1.7
Blue-collar occupations	126.1	127.9	128.0	.4	.9	.1	2.1	1.8	1.5
Nonmanufacturing	124.0	127.4	128.0	.8	1.0	.5	2.9	3.6	3.2
Nonunion	124.3	126.7	128.1	.9	.6	1.1	3.0	2.8	3.1
Blue-collar occupations	123.0	125.1	125.8	.9	.5	.6	2.8	2.6	2.3
Goods-producing industries ²	125.2	127.3	128.1	.9	.7	.6	3.0	2.6	2.3
Service-producing industries ³	123.8	126.2	127.9	.9	.5	1.3	2.9	2.9	3.3
Manufacturing	126.1	128.3	129.0	1.0	.8	.5	3.4	2.8	2.3
Blue-collar occupations	124.5	127.0	127.9	.8	1.0	.7	2.7	2.8	2.7
Nonmanufacturing	123.6	126.0	127.6	.9	.6	1.3	2.8	2.9	3.2
Workers, by region ⁴									
Northeast	125.6	127.9	129.0	1.0	.4	.9	3.3	2.9	2.7
South	123.7	126.0	127.5	1.0	.6	1.2	3.1	2.9	3.1
Midwest	125.8	128.4	129.2	.6	.5	.6	2.4	2.7	2.7
West	122.6	125.1	126.6	.7	1.0	1.2	2.7	2.8	3.3
Workers, by area size									
Metropolitan areas	124.5	127.0	128.4	.9	.6	1.1	3.0	2.9	3.1
Other areas	124.8	126.6	127.1	1.1	.4	.4	2.9	2.5	1.8

¹ Includes wages, salaries, and employer costs for employee benefits.

² Includes mining, construction, and manufacturing.

³ Includes transportation, communication, and public utilities; wholesale and retail trade; finance, insurance, and real estate; and service industries.

⁴ The regional coverage is as follows: Northeast—Connecticut, Maine, Massachusetts, New Hampshire, New Jersey, New York, Pennsylvania, Rhode Island, and Vermont; South—Alabama, Arkansas, Delaware, District of Columbia, Florida, Georgia, Kentucky, Louisiana,

Maryland, Mississippi, North Carolina, Oklahoma, South Carolina, Tennessee, Texas, Virginia, and West Virginia; Midwest—Illinois, Indiana, Iowa, Kansas, Michigan, Minnesota, Missouri, Nebraska, North Dakota, Ohio, South Dakota, and Wisconsin; and West—Alaska, Arizona, California, Colorado, Hawaii, Idaho, Montana, Nevada, New Mexico, Oregon, Utah, Washington, and Wyoming.

NOTE: The indexes for these series are not strictly comparable to those for the aggregate, occupation, and industry series.

Table A-5. Employment Cost Index for wages and salaries only, civilian and State and local government workers, by industry and occupational group

(Not seasonally adjusted)

Series	Indexes (June 1989=100)			Percent changes for					
	Mar. 1995	Dec. 1995	Mar. 1996	3 months ended			12 months ended		
				Mar. 1995	Dec. 1995	Mar. 1996	Mar. 1995	Dec. 1995	Mar. 1996
Civilian workers	121.3	123.9	125.2	0.7	0.6	1.0	3.0	2.9	3.2
Excluding sales	121.7	124.2	125.4	.8	.6	1.0	3.1	2.9	3.0
Workers, by occupational group									
White-collar occupations	122.4	125.1	126.6	.7	.6	1.2	3.0	3.0	3.4
Excluding sales	123.2	125.9	127.3	.8	.7	1.1	3.1	3.0	3.3
Professional specialty and technical	124.2	127.0	128.3	.6	.7	1.0	2.9	2.8	3.3
Executive, administrative, and managerial	122.2	124.9	126.7	1.2	.9	1.4	3.5	3.4	3.7
Administrative support, including clerical	122.8	125.3	126.4	1.0	.8	.9	3.3	3.0	2.9
Blue-collar occupations	119.2	121.5	122.5	.8	.3	.8	2.9	2.8	2.8
Service occupations	121.2	123.4	124.2	.7	.5	.6	3.1	2.5	2.5
Workers, by industry division									
Goods-producing ¹	120.5	122.8	123.8	.8	.6	.8	3.0	2.7	2.7
Manufacturing	121.9	124.3	125.2	.9	.6	.7	3.3	2.9	2.7
Service-producing ²	121.7	124.4	125.8	.8	.6	1.1	3.0	3.1	3.4
Services	124.4	126.9	128.4	.7	.6	1.2	2.9	2.8	3.2
Health services	126.1	128.4	129.3	.6	.7	.7	2.7	2.4	2.5
Hospitals	125.5	127.8	128.5	.5	.8	.5	2.5	2.3	2.4
Educational services	125.0	128.5	128.7	.6	.5	.2	3.3	3.4	3.0
Public administration	121.9	124.2	125.0	1.1	.8	.6	3.4	3.0	2.5
Nonmanufacturing	121.1	123.8	125.1	.7	.6	1.1	2.9	3.0	3.3
State and local government workers	124.3	127.3	127.8	.7	.6	.4	3.2	3.2	2.8
Workers, by occupational group									
White-collar occupations	124.4	127.5	127.9	.6	.6	.3	3.2	3.2	2.8
Professional specialty and technical	124.8	128.0	128.2	.5	.5	.2	3.1	3.1	2.7
Executive, administrative, and managerial	124.1	127.2	127.9	1.4	1.0	.6	3.6	3.9	3.1
Administrative support, including clerical	122.5	125.1	125.9	.7	.6	.6	3.0	2.8	2.8
Blue-collar occupations	123.1	125.7	126.6	.5	.7	.7	2.8	2.6	2.8
Service occupations	124.6	127.3	128.1	1.1	.6	.6	4.1	3.2	2.8
Workers, by industry division									
Services	124.9	128.2	128.5	.6	.5	.2	3.1	3.2	2.9
Excluding schools ³	125.0	127.3	128.2	.8	.3	.7	3.1	2.7	2.6
Health services	126.0	128.5	129.2	.6	.5	.5	3.4	2.6	2.5
Hospitals	125.8	128.3	129.0	.6	.5	.5	3.8	2.6	2.5
Educational services	124.8	128.3	128.4	.5	.5	.1	3.2	3.3	2.9
Schools	125.0	128.4	128.6	.6	.5	.2	3.3	3.3	2.9
Elementary and secondary	125.5	129.2	129.1	.5	.4	-.1	3.1	3.4	2.9
Colleges and universities	123.2	126.0	126.8	.6	.8	.6	3.9	2.9	2.9
Public administration	121.9	124.2	125.0	1.1	.8	.6	3.4	3.0	2.5

¹ Includes mining, construction, and manufacturing.

² Includes transportation, communication, and public utilities; wholesale and retail trade; finance, insurance, and real estate; service

industries; and public administration.

³ Formerly called hospitals and other services.

Table A-6. Employment Cost Index for wages and salaries only, private industry workers, by industry and occupational group

(Not seasonally adjusted)

Series	Indexes (June 1989=100)			Percent changes for					
	Mar. 1995	Dec. 1995	Mar. 1996	3 months ended			12 months ended		
				Mar. 1995	Dec. 1995	Mar. 1996	Mar. 1995	Dec. 1995	Mar. 1996
Private industry workers	120.6	123.1	124.6	0.8	0.6	1.2	2.9	2.8	3.3
Excluding sales	121.0	123.4	124.8	.8	.7	1.1	3.0	2.8	3.1
White-collar occupations	121.7	124.4	126.2	.7	.6	1.4	2.9	3.0	3.7
Excluding sales	122.8	125.4	127.1	.9	.9	1.4	3.2	3.0	3.5
Professional specialty and technical	123.7	126.4	128.2	.6	.9	1.4	2.7	2.8	3.6
Executive, administrative, and managerial	121.9	124.5	126.5	1.2	.9	1.6	3.5	3.3	3.8
Sales	116.9	120.2	122.3	.2	-.2	1.7	1.8	3.0	4.6
Administrative support, including clerical	122.9	125.3	126.5	1.1	.8	1.0	3.3	3.0	2.9
Blue-collar occupations	119.0	121.3	122.2	.8	.4	.7	2.9	2.8	2.7
Precision production, craft, and repair	118.8	121.1	121.9	.8	.1	.7	2.9	2.7	2.6
Machine operators, assemblers, and inspectors	119.6	122.3	123.3	.7	.7	.8	2.9	2.9	3.1
Transportation and material moving	117.0	118.6	119.7	1.2	.1	.9	3.1	2.6	2.3
Handlers, equipment cleaners, helpers, and laborers	120.1	122.8	123.7	1.0	1.1	.7	3.0	3.3	3.0
Service occupations	119.4	121.4	122.2	.5	.5	.7	2.7	2.2	2.3
Production and nonsupervisory ¹ occupations ¹	119.9	122.4	123.8	.7	.5	1.1	2.8	2.8	3.3
Goods-producing industries ²	120.4	122.8	123.8	.7	.6	.8	3.0	2.7	2.8
Excluding sales occupations	119.9	122.3	123.4	.7	.6	.9	3.0	2.7	2.9
White-collar occupations	123.0	125.1	126.0	.8	.6	.7	3.3	2.5	2.4
Excluding sales	121.8	124.1	125.2	.8	.7	.9	3.5	2.7	2.8
Blue-collar occupations	118.8	121.4	122.4	.6	.6	.8	2.8	2.8	3.0
Service occupations	120.6	123.5	124.4	.8	.6	.7	3.6	3.2	3.2
Construction	114.8	117.2	118.2	.1	.3	.9	2.3	2.2	3.0
Manufacturing	121.9	124.3	125.2	.9	.6	.7	3.3	2.9	2.7
White-collar occupations	123.9	125.9	126.8	1.0	.5	.7	3.7	2.6	2.3
Excluding sales	122.4	124.7	125.8	.8	.6	.9	3.7	2.7	2.8
Blue-collar occupations	120.4	123.1	124.2	.8	.7	.9	3.0	3.0	3.2
Service occupations	121.5	124.3	125.3	.7	.5	.8	4.0	3.1	3.1
Durables	121.9	124.2	125.0	.9	.5	.6	3.5	2.8	2.5
Nondurables	121.9	124.4	125.7	.9	.9	1.0	3.0	3.0	3.1
Service-producing industries ³	120.7	123.3	124.9	.8	.6	1.3	2.9	3.0	3.5
Excluding sales occupations	121.8	124.3	125.8	.9	.7	1.2	3.0	3.0	3.3
White-collar occupations	121.3	124.1	126.1	.7	.7	1.6	2.8	3.1	4.0
Excluding sales	123.2	125.8	127.7	.9	.9	1.5	3.0	3.0	3.7
Blue-collar occupations	119.2	121.1	121.8	1.4	.0	.6	3.2	3.0	2.2
Service occupations	119.3	121.3	122.0	.5	.5	.6	2.6	2.2	2.3
Transportation and public utilities	121.2	123.7	124.5	1.3	.7	.6	4.1	3.4	2.7
Transportation	119.0	121.6	122.7	1.3	.5	.9	4.2	3.5	3.1
Public utilities	123.9	126.1	126.6	1.3	.7	.4	4.0	3.1	2.2
Communications	124.3	126.2	126.2	1.8	.7	.0	5.0	3.4	1.5
Electric, gas, and sanitary services	123.4	125.9	127.0	.8	.6	.9	2.9	2.9	2.9
Wholesale and retail trade	119.4	122.1	123.9	.8	.4	1.5	3.4	3.1	3.8
Excluding sales occupations	120.2	123.2	124.4	1.2	1.1	1.0	3.2	3.7	3.5
Wholesale trade	120.9	125.1	126.1	.8	1.0	.8	4.0	4.3	4.3
Excluding sales occupations	122.2	125.6	126.2	1.7	1.5	.5	3.7	4.5	3.3
Retail trade	118.7	120.6	122.9	.8	.1	1.9	3.0	2.4	3.5
General merchandise stores	117.9	120.0	121.0	.3	.8	.8	3.4	2.1	2.6
Food stores	117.8	119.0	120.5	.4	.3	1.3	.7	1.4	2.3

See footnotes at end of table.

Table A-6. Employment Cost Index for wages and salaries only, private industry workers, by industry and occupational group

(Not seasonally adjusted) — Continued

Series	Indexes (June 1989=100)			Percent changes for					
	Mar. 1995	Dec. 1995	Mar. 1996	3 months ended			12 months ended		
				Mar. 1995	Dec. 1995	Mar. 1996	Mar. 1995	Dec. 1995	Mar. 1996
Finance, insurance, and real estate	115.0	118.8	119.7	0.7	0.7	0.8	1.1	4.0	4.1
Excluding sales occupations	119.3	121.7	123.3	1.6	.5	1.3	3.3	3.7	3.4
Banking, savings and loan, and other credit agencies	119.2	121.2	122.9	2.6	.7	1.4	3.9	4.3	3.1
Insurance	119.8	122.2	123.8	1.0	.9	1.3	3.3	3.0	3.3
Excluding sales occupations	123.8	126.3	128.0	.9	.5	1.3	2.7	2.9	3.4
Services	123.9	126.1	128.2	.7	.6	1.7	2.6	2.5	3.5
Business services	122.1	124.3	126.6	1.4	.6	1.9	2.8	3.2	3.7
Health services	126.2	128.4	129.3	.6	.7	.7	2.5	2.4	2.5
Hospitals	125.4	127.7	128.4	.5	.9	.5	2.1	2.3	2.4
Nursing homes	-	-	-	1.1	1.0	.7	3.3	3.4	3.1
Educational services	125.6	129.3	130.0	4	.5	.5	3.6	3.4	3.5
Colleges and universities	125.5	130.1	130.6	.5	.9	.4	2.9	4.2	4.1
Nonmanufacturing industries	120.0	122.6	124.2	.8	.6	1.3	2.7	2.9	3.5
White-collar occupations	121.1	123.9	125.9	.7	.6	1.6	2.7	3.1	4.0
Excluding sales	122.9	125.5	127.4	.9	.9	1.5	2.9	3.0	3.7
Blue-collar occupations	117.5	119.5	120.4	.9	.1	.8	2.9	2.7	2.5
Service occupations	119.2	121.2	121.9	.5	.5	.6	2.5	2.2	2.3

¹ This series has the same industry and occupational coverage as the Hourly Earnings Index, which was discontinued in January 1989.

² Includes mining, construction, and manufacturing.

³ Includes transportation, communication, and public utilities;

wholesale and retail trade; finance, insurance, and real estate; and service industries.

- Dashes indicate data not available.

Table A-7. Employment Cost Index for wages and salaries only, private industry workers, by bargaining status, region, and area size

(Not seasonally adjusted)

Series	Indexes (June 1989=100)			Percent changes for					
	Mar. 1995	Dec. 1995	Mar. 1996	3 months ended			12 months ended		
				Mar. 1995	Dec. 1995	Mar. 1996	Mar. 1995	Dec. 1995	Mar. 1996
Workers, by bargaining status									
Union	119.8	122.2	122.8	0.6	0.6	0.5	2.8	2.6	2.5
Blue-collar occupations	118.2	120.4	120.8	.5	.3	.3	2.7	2.4	2.2
Goods-producing industries ¹	118.4	120.5	121.3	.4	.2	.7	2.6	2.2	2.4
Service-producing industries ²	121.6	124.3	124.7	.8	.9	.3	3.1	3.1	2.5
Manufacturing	119.8	121.9	122.9	.5	.5	.8	2.7	2.3	2.6
Blue-collar occupations	119.5	121.6	122.5	.5	.5	.7	2.7	2.3	2.5
Nonmanufacturing	119.8	122.3	122.7	.7	.6	.3	2.9	2.8	2.4
Nonunion	120.8	123.3	125.0	.8	.6	1.4	2.9	2.9	3.5
Blue-collar occupations	119.5	121.9	123.1	1.0	.4	1.0	3.1	3.0	3.0
Goods-producing industries ¹	121.3	123.7	124.8	.8	.7	.9	3.1	2.8	2.9
Service-producing industries ²	120.5	123.1	124.9	.8	.6	1.5	2.8	3.0	3.7
Manufacturing	122.7	125.1	126.1	1.0	.6	.8	3.5	3.0	2.8
Blue-collar occupations	121.2	124.2	125.4	1.0	.9	1.0	3.1	3.5	3.5
Nonmanufacturing	120.0	122.6	124.4	.8	.6	1.5	2.7	2.9	3.7
Workers, by region ³									
Northeast	121.3	123.6	124.9	.9	.4	1.1	3.0	2.8	3.0
South	120.0	122.5	124.3	.8	.6	1.5	2.9	2.9	3.6
Midwest	120.9	123.5	124.9	.7	.4	1.1	2.9	2.8	3.3
West	119.9	122.7	123.9	.8	1.1	1.0	2.8	3.1	3.3
Workers, by area size									
Metropolitan areas	120.6	123.2	124.8	.8	.7	1.3	2.9	2.9	3.5
Other areas	120.5	122.4	123.2	1.3	.2	.7	3.0	2.9	2.2

¹ Includes mining, construction, and manufacturing.

² Includes transportation, communication, and public utilities; wholesale and retail trade; finance, insurance, and real estate; and service industries.

³ The regional coverage is as follows: Northeast—Connecticut, Maine, Massachusetts, New Hampshire, New Jersey, New York, Pennsylvania, Rhode Island, and Vermont; South—Alabama, Arkansas, Delaware, District of Columbia, Florida, Georgia, Kentucky, Louisiana, Maryland, Mississippi, North Carolina, Oklahoma, South Carolina,

Tennessee, Texas, Virginia, and West Virginia; Midwest—Illinois, Indiana, Iowa, Kansas, Michigan, Minnesota, Missouri, Nebraska, North Dakota, Ohio, South Dakota, and Wisconsin; and West—Alaska, Arizona, California, Colorado, Hawaii, Idaho, Montana, Nevada, New Mexico, Oregon, Utah, Washington, and Wyoming.

NOTE: The indexes for these series are not strictly comparable to those for the aggregate, occupation, and industry series.

Table A-8. Employment Cost Index for benefits only, civilian, State and local, and private industry workers, by industry and occupational group

(Not seasonally adjusted)

Series	Indexes (June 1989=100)			Percent changes for					
	Mar. 1995	Dec. 1995	Mar. 1996	3 months ended			12 months ended		
				Mar. 1995	Dec. 1995	Mar. 1996	Mar. 1995	Dec. 1995	Mar. 1996
Civilian workers	133.8	136.2	136.8	1.0	0.7	0.4	2.8	2.8	2.2
State and local government workers	131.1	134.4	135.0	.5	.6	.4	2.5	3.0	3.0
Private industry workers	134.5	136.6	137.2	1.1	.7	.4	2.9	2.7	2.0
Workers, by occupational group									
White-collar occupations	135.2	137.5	138.7	1.4	.7	.9	3.6	3.2	2.6
Blue-collar occupations	133.3	135.2	134.8	.6	.8	-.3	2.1	2.0	1.1
Service occupations	135.0	136.5	137.0	.2	.6	.4	1.6	1.3	1.5
Workers, by industry division									
Goods-producing industries ¹	135.9	137.5	137.2	.8	1.0	-.2	2.4	2.0	1.0
Service-producing industries ²	133.2	135.6	136.7	1.3	.6	.8	3.3	3.1	2.6
Manufacturing	135.4	137.0	136.7	.8	1.1	-.2	2.6	2.0	1.0
Nonmanufacturing	133.9	136.2	137.1	1.2	.6	.7	3.1	2.9	2.4
Workers, by bargaining status									
Union workers	134.8	138.5	138.9	.8	1.4	.3	2.2	3.6	3.0
Nonunion workers	134.2	135.9	136.6	1.1	.5	.5	3.2	2.4	1.8

¹ Includes mining, construction, and manufacturing.

² Includes transportation, communication, and public utilities; wholesale and retail trade; finance, insurance, and real estate; and

service industries.

NOTE: The indexes for these series are not strictly comparable to those for the aggregate, occupation, and industry series.

Table A-9. Employment Cost Index for workers in aerospace manufacturing

(Not seasonally adjusted)

Series	Indexes (June 1989=100)			Percent changes for					
	Mar. 1995	Dec. 1995	Mar. 1996	3 months ended			12 months ended		
				Mar. 1995	Dec. 1995	Mar. 1996	Mar. 1995	Dec. 1995	Mar. 1996
Compensation ¹									
Aircraft manufacturing (SIC 3721)	130.6	133.9	136.8	1.1	1.8	2.2	3.5	3.6	4.7
White-collar occupations	126.7	128.9	132.3	1.1	.9	2.6	3.3	2.9	4.4
Blue-collar occupations	135.7	140.9	143.1	1.1	3.4	1.6	3.7	5.0	5.5
Wages and salaries									
Aircraft manufacturing (SIC 3721)	125.7	128.0	128.9	0.7	0.5	0.7	2.7	2.6	2.5
White-collar occupations	121.0	123.1	124.0	.7	.3	.7	2.5	2.4	2.5
Blue-collar occupations	132.7	135.1	136.2	.8	.7	.8	3.1	2.6	2.6
Benefit costs									
Aircraft manufacturing (SIC 3721)	141.0	146.6	154.0	1.9	4.3	5.0	4.9	5.9	9.2
White-collar occupations	140.1	142.5	152.0	2.0	1.9	6.7	4.9	3.8	8.5
Blue-collar occupations	141.6	151.9	156.2	1.7	8.0	2.8	4.9	9.1	10.3

¹ Includes wages, salaries, and employer costs for employee benefits.

NOTE: SIC refers to the 1987 Standard Industrial Classification System code as defined by the U.S. Office of Management and Budget.

Table A-10. Employment Cost Index seasonal factors, 1996

Series	March	June	September	December
State and local governments				
Wages and salaries	100.013	99.476	100.384	100.134
Benefit costs	99.926	99.639	100.327	100.106
Private industry:				
White-collar workers:				
Compensation	100.081	100.048	100.023	99.853
Wages and salaries	99.951	100.031	100.066	99.954
Benefit costs	100.329	100.167	99.926	99.583
Blue-collar workers:				
Compensation	100.044	100.071	100.056	99.837
Benefit costs	100.174	100.090	100.011	99.735
Service workers:				
Compensation	100.064	99.946	99.992	100.005
Wages and Salaries	100.032	99.914	100.026	100.033
Benefit costs	100.142	100.038	99.895	99.934
Goods-producing industries:				
Compensation	100.132	100.050	99.961	99.864
Benefit costs	100.352	100.141	99.894	99.629
Construction:				
Compensation	99.838	100.117	100.282	99.762
Wages and salaries	99.709	100.037	100.311	99.951
Manufacturing:				
Benefit costs	100.393	100.078	99.832	99.719
Durable goods:				
Compensation	100.150	100.025	99.961	99.871
Nondurable goods:				
Compensation	100.118	100.172	99.826	99.891
Wages and salaries	100.039	100.158	99.904	99.903
Service-producing industries:				
Wages and salaries	99.961	99.986	100.116	99.937
Benefit costs	100.274	100.083	99.943	99.706
Transportation and public utilities:				
Compensation	100.230	99.981	100.033	99.757
Wages and salaries	100.072	100.048	100.002	99.878
Wholesale trade:				
Compensation	99.850	100.255	100.036	99.856
Wages and salaries	99.723	100.262	99.943	100.072
Retail trade:				
Compensation	99.772	100.205	100.228	99.798
Wages and salaries	99.683	100.200	100.291	99.823
Services:				
Compensation	100.100	99.926	100.012	99.963
Wages and salaries	100.117	99.871	100.018	99.994
Nonmanufacturing industries:				
Compensation	100.048	100.020	100.117	99.818
Wages and salaries	99.960	99.994	100.121	99.930
Benefit costs	100.264	100.138	99.968	99.631